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Alassia

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# HUMAN ELEMENT – WHY IS SO IMPORTANT?

✓ The importance of the human element issue in Maritime Safety cannot be overemphasized as almost 85% of all accidents involved human error\*

✓ The main reasons for maritime accidents\*\*:

- Fatigue
- Inadequate Communication
- Lack of general technical knowledge
- Inadequate knowledge of ship's system
- Automation Error
- Decision based on incomplete information
- Faulty standards and procedures being followed
- Poor maintenance
- Hazardous Working Environment

\* [https://www.he-alert.org/filemanager/root/site\\_assets/standalone\\_pdfs\\_0355-/HE00350.pdf](https://www.he-alert.org/filemanager/root/site_assets/standalone_pdfs_0355-/HE00350.pdf)

\*\* <https://www.marineinsight.com/marine-safety/the-relation-between-human-error-and-marine-industry/>

# HUMAN ELEMENT - WHY IS SO IMPORTANT?

- ✓ Humans' behavior and reaction can also prevent an accident and not only cause an accident
- ✓ Developing a safety culture is believed to be the answer to improving operational safety and thereby reducing and preventing accidents\*

[https://www.he-alert.org/filemanager/root/site\\_assets/standalone\\_pdfs\\_0355-/HE00350.pdf](https://www.he-alert.org/filemanager/root/site_assets/standalone_pdfs_0355-/HE00350.pdf)

# TYPES OF HR/CREW MANAGEMENT

- In house Crew Management

Parties involved:

- ✓ Management companies with commercial & technical management usually for one or two principals
  - ✓ Manning agents
- Outsource Crew Management – 3<sup>rd</sup> party
- ✓ HRM including virtuality
  - ✓ More than one principal
  - ✓ Their own manning agent

# CREW DEPARTMENT - IN HOUSE CREW MANAGEMENT

- Duties:
  - Recruitment & Personnel administration
  - Monitoring of the manning agents
  - Retention management
  - Planning and execution of crew changes
  - Calculation & payment of wages
  - Collective agreements negotiations
  - Management of crew contracts
  - Implementation of Maritime Labour Convention 2006- MLC 2006
  - Work & Rest hours
  - Handling crew claims, medical cases on board & post medical cases

# CREW DEPARTMENT - IN HOUSE CREW MANAGEMENT

- Duties:
  - Welfare, Health (Mental), Safety
  - Implementation of the Company's Culture
  - Implementation of D&A , Discrimination , Bullying & Harassment Policies
  - Performance, appraisal, training & development of seafarers
  - Budget monitoring of almost 60-70 % of the OPEX of vessels

# CHALLENGES THAT ARE FACED

- Technology & software improvement is faster and training should adopt quickly
- Multicultural and multinational environment
- HR principles have always to be questioned in terms of standards of culture , standards & life on board a vessel
- Traditional Crew Management is moving towards Human Resource Management with integrated appraisal, development management systems
- Demand for seafarers worldwide is higher than supply
- Quick operation of the vessel and high standard requirements from international regulations increase stress and fatigue on board
- Suicides and mental illnesses cases increase the last years

# CHALLENGES THAT ARE FACED

- Demand for seafarers worldwide is higher than supply- Shortage of competent seafarers
- Quick operation of the vessel and high standard requirements from international regulations increase stress and fatigue on board
- Suicides and mental illnesses cases increase the last years